

# Mental Health Costs in the Workplace

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# Current State of Corporate MH Costs

- Psych STD costs rising
- MH presenteeism costs lead all other Dx categories
- MH benefits (as a part of medical plan spend) are low and forgotten

# Psychiatric Disability Costs Rising...

- *Global Burden of Disease (1996)*
  - 1990: Depression is 4th leading cause of worldwide disability
  - By 2020: Depression will rank 2nd

# First Chicago NBD...

## Bank One:

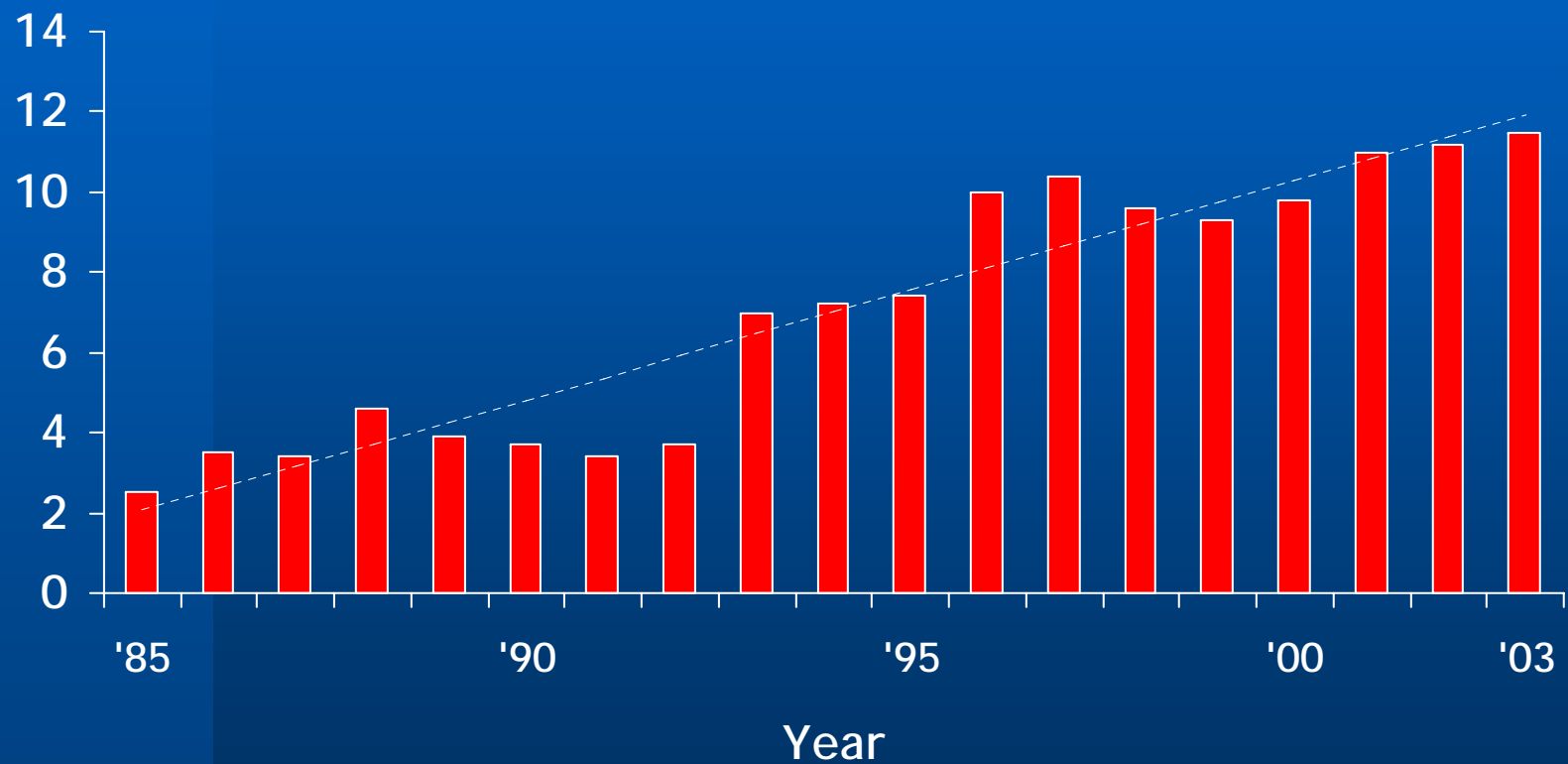
- **Psych STD: Primary Dx Categories:**
  - 1989
    - 7th leading cause of an STD event
    - 4th in total STD days
  - 1997
    - 3rd leading cause of an STD event
    - 2nd in total STD days

# First Chicago NBD...

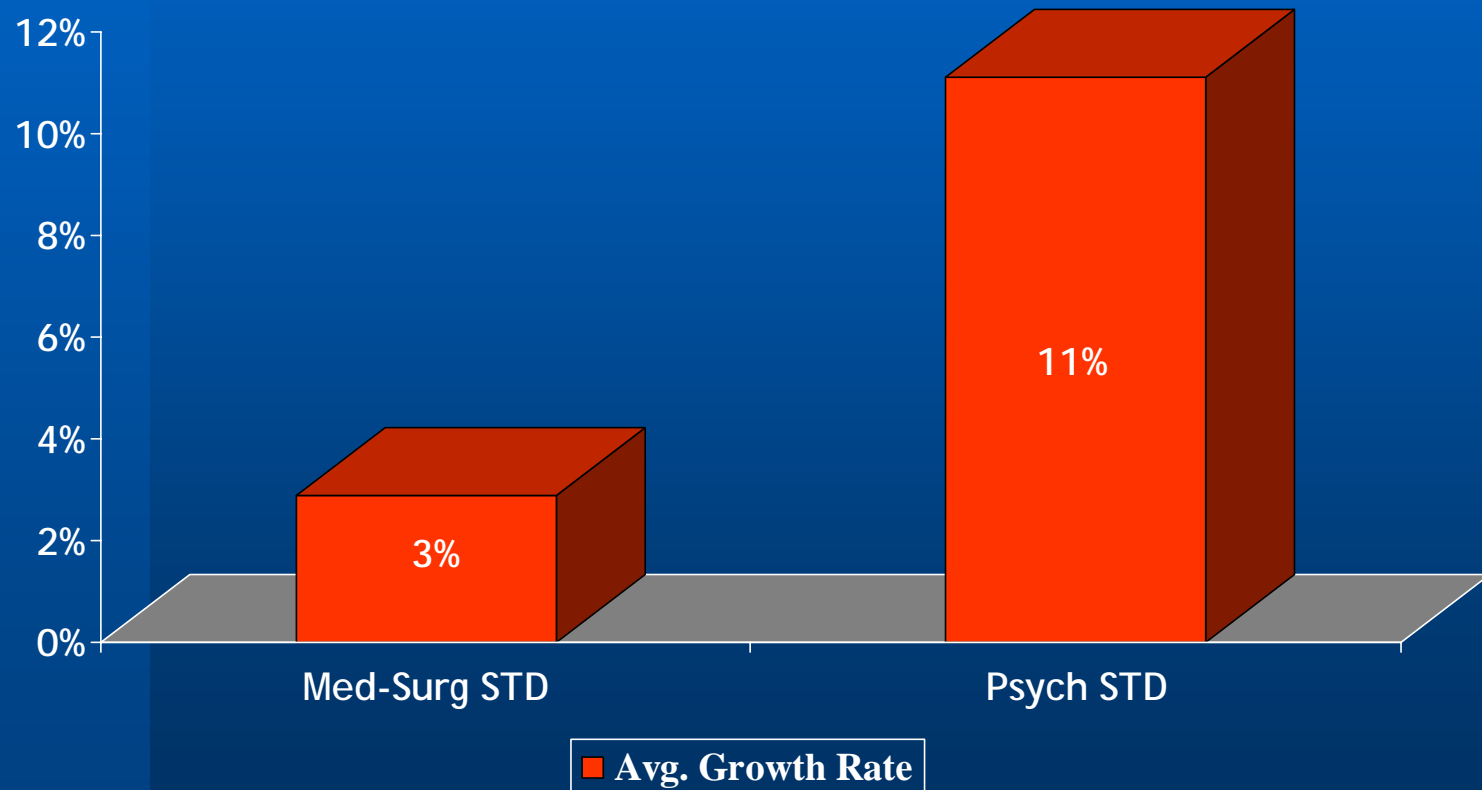
## Bank One:

- **Psych STD: Primary Dx Categories:**
  - 2000 - 2002
    - 2nd leading cause of an STD event
    - 2nd in total STD days
    - Longest average duration

# Psych STD Events per 1000 Ee's, 1985 - 2003

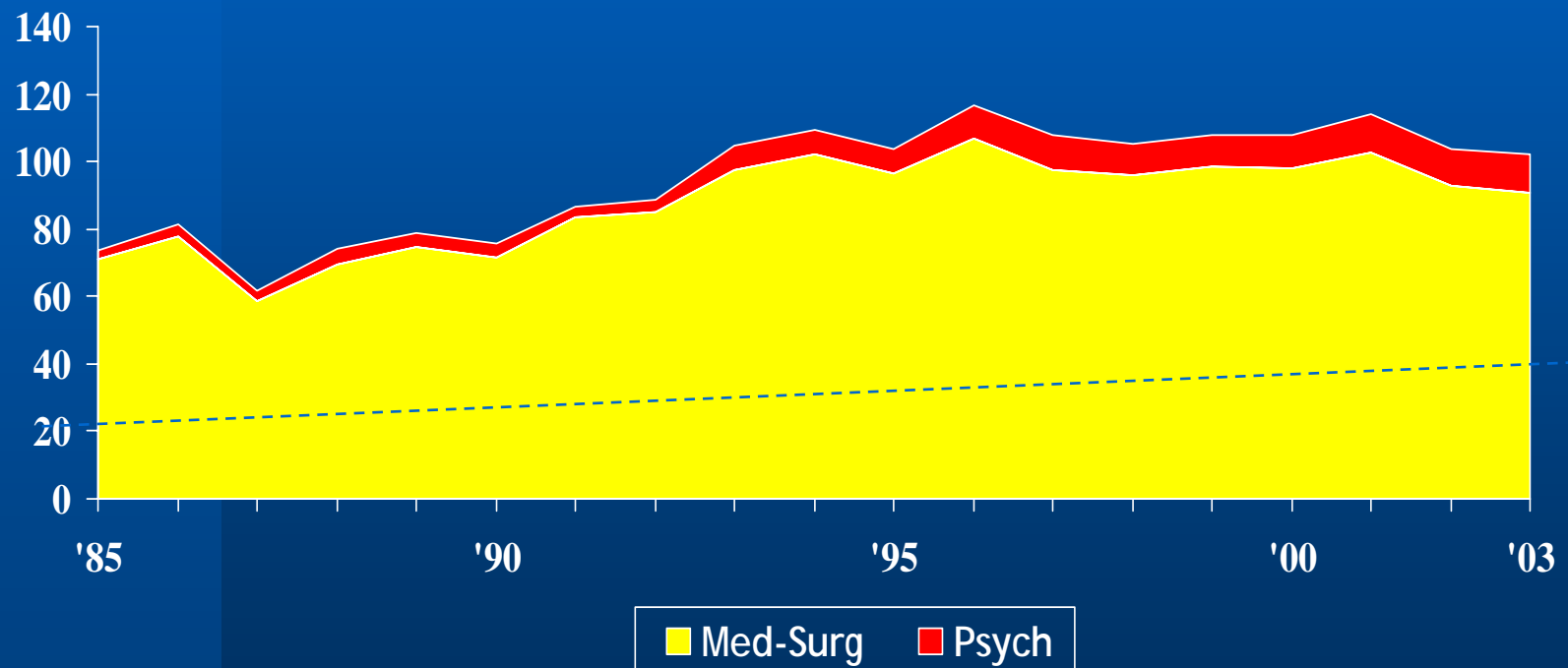


# Avg. Growth Rates of STD Events, 1985-2003



# Combined: Med-Surg & Psych STD Events

STD Events per 1000 Ee's, 1985-2003





# Health's Impact on Productivity

- **Measuring the Impact of Health on Total Productivity Would Take Into Account:**
  - Productivity lost with absence from workplace due to health problems (absenteeism, short-term disability)
  - Productivity lost while present but limited at workplace due to health problems (*presenteeism*)

# What's Needed to Measure This?

- **An Absence Management System**
  - Not as universal as one would expect
- **A Measure of Productivity**
  - Difficult to find, especially in non-manufacturing environment
  - Difficult to gather in union manufacturing environment

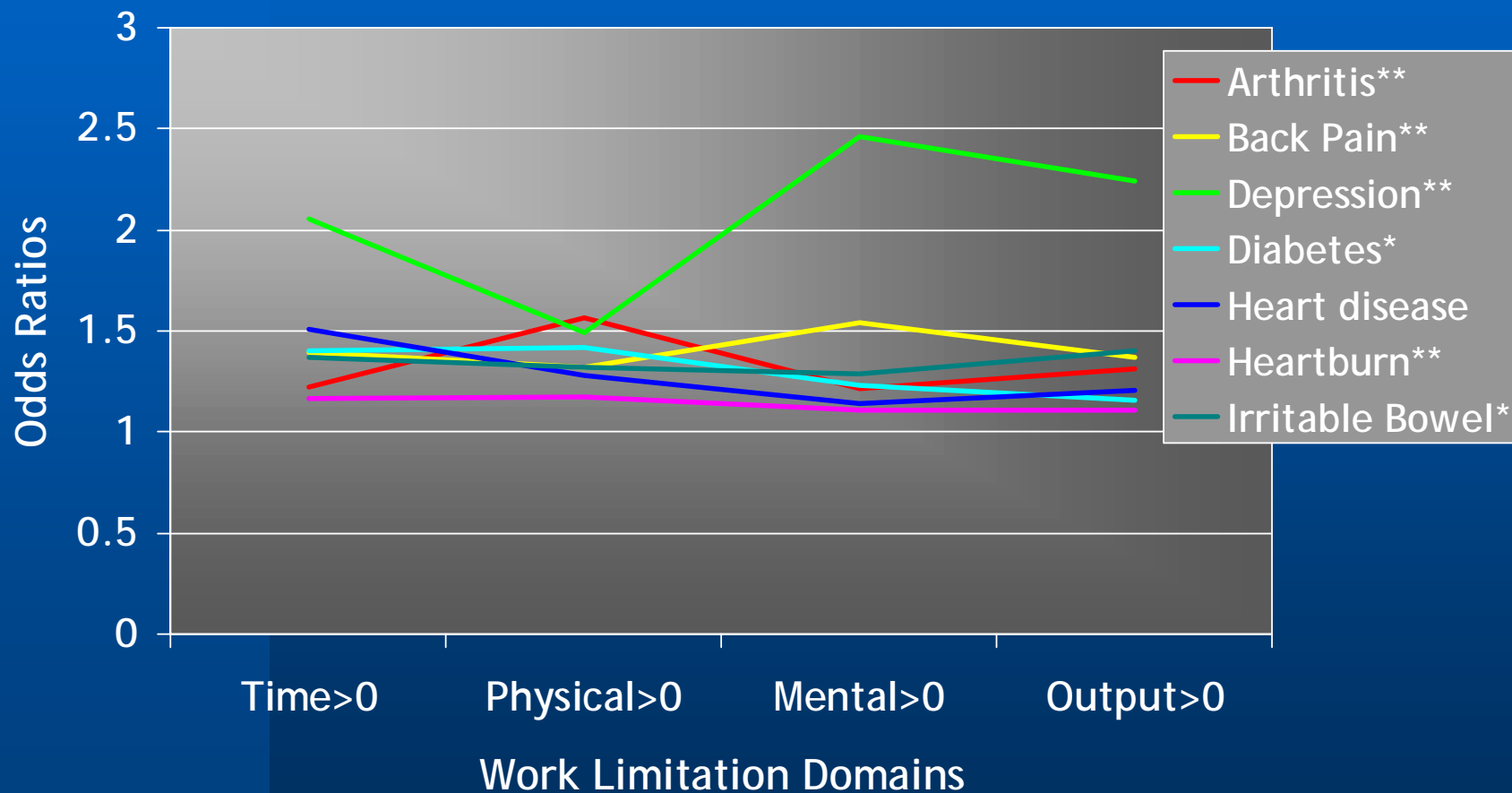
# What's Needed to Measure This?

- A Measure of Health
  - Self-report (survey) tools need validation
- The Ability to Integrate the Measures of Productivity & Health




# The Alternative to Objective Productivity Measurement

- Self-Assessed (Health &) Productivity Measurement
  - Numerous questionnaires at this time
  - Different methods are being used
    - Standard survey/recall
    - Experience sampling method

# Work Limitations & Selected Medical Conditions



# *Dictionary of Occupational Titles--* U.S. Department of Labor

	Data	People	Things
Job			

# Jobs + Skill Functions

	Data	People	Things
Coil Winder	+	+	++++
Programmer	++++	+	++
Tel. Cust. Service	+++	++++	+

From: Finkelstein, Greenberg, et. al, 1996.

# Diseases + Skill Functions

	Data	People	Things
Arthritis	+	+	++++
Hypertension	+	+	++
Depression	+++	++++	+

From: Finkelstein, Greenberg, et. al, 1996.



# Jobs + Diseases + Skill Functions

	Data	People	Things
Coil Winder			Arth- ritis
Programmer	Deprssn		
Tel. Cust. Service	Deprssn	Deprssn	

From: Finkelstein, Greenberg, et. al, 1996.

# Implications for Corporate Environment

- **Goals: Corporate Profit + Safety/Health:**
  - Management methods & OOW need to evolve to decrease losses based on employee downtime & loss
  - Workplaces will need to examine returns on managed MH programs in medical plans
  - Employee population will require a shift in attitude & behavior